

Help us advance digital rights in Europe!

The Digital Freedom Fund works to advance digital rights in Europe through strategic litigation. We do this through [grants](#) to support the legal, advocacy, research, and other costs involved in litigation; by facilitating litigators' access to pro-bono legal support; and [facilitating](#) skill development and networking in the digital rights field.

As part of its work in strengthening the field of digital rights actors, DFF's Racial and Social Justice team initiated a [decolonising process](#) for the digital rights field in early 2020, together with its project partner EDRi (European Digital Rights) and offers capacity-building support on digital rights issues to racial, social and economic justice organisations via the [Digital Rights for All](#) initiative.

As DFF is growing, we are looking for a **Communications Officer** to strengthen and coordinate DFF's communications strategy. This is an exciting opportunity for a communication expert to apply their skills and foster social change in the digital context. The Communications Officer will work closely with the legal team and the racial and social justice team to promote the aims and impact of DFF's work in the digital rights field.

The term of contract is a fixed-term German employment contract with possibility of renewal. The position would preferably be on an **80% to full-time** basis.

Role description

The Communications Officer will work closely with the team to consolidate and amplify DFF's communications efforts. The successful candidate will:

- Gain an overview on all of DFF's communications activities, review and adapt DFF's communication strategy and operationalise it through a clear and creative communication plan in alignment with social and racial justice principles of communication;
- Oversee the coherence in regard to DFF's style and communications' guideline;
- Develop and execute creative communication strategies for events, series, programmes and other initiatives fostering social change;
- Experiment with original tools of communications and alternative storytelling methods to document and reflect on the "decolonising the digital rights field" project;
- Manage DFF's current website and ensure it is in line with best practices on website accessibility;
- Create a plan for re-designing DFF's current website;

- Coordinate the production of engaging content for DFF's website, newsletter, coordination of DFF's annual report and social media;
- Produce visual materials for DFF such as presentations, one-pagers on its activities and coordinate with external designers, illustrators, etc. when necessary;
- Develop and execute a comprehensive strategy for strengthening and expanding DFF's social media presence to promote its work and manage all social media accounts; and
- Oversee the production of multimedia content, including videos and podcasts.

Candidate profile

The successful candidate will possess a majority of the following attributes:

- Strong experience and skills in alternative and compelling storytelling using multimedia (audio, written materials, illustrations) and an eye for detail;
- Creative thinking and experience in developing and executing engaging communication strategies in support of social change through blogs, medium posts and other media;
- Experience in use of video and photo equipment and simple video editing software as well as WordPress;
- Strong understanding of racial and social justice issues; knowledge of digital rights issues a strong asset;
- Experience handling organisational social media accounts and knowledge of search engine optimisation;
- Interest in developing exciting forms of public engagement through communication tools across different subject areas;
- Experience working in international environments a strong asset;
- Relevant experience communicating on human rights issues an asset; and
- Ability to communicate effectively and to work closely in collaboration with various teams.

The successful candidate is highly organised, agile, and keen on taking initiative. They are fluent in written and spoken English. Working knowledge of other European languages would be a plus. The candidate will also have basic proficiency with common office software and utilities such as cloud servers, password managers, project management software and MS Office.

Conditions

Salary: EUR 33,000 – 38,000 gross per annum, depending on level of experience, based on 80% to full-time employment of 40 hours per week. The applicant **must be an EU resident and authorised to work in Germany**.

DFF offers an attractive additional pension contribution and provides its employees with a laptop and a mobile phone. The initial employment term will be 12 months, with the possibility of renewal.

We particularly encourage applications of candidates from historically racially discriminated groups, from groups discriminated on the ground of validism and/or from historically gender minority groups as a central part of the mission of the Communications Officer will be to support centring marginalised narratives and realities.

Deadline for applications is **12 December 2021** with a start date on **1 February 2022**.

How to apply

Please visit our recruitment portal to apply:

<https://digitalfreedomfund.bamboohr.com/jobs/>

In the recruitment portal, you should be prepared to supply the following:

- Your CV (2 pages max.)
- Two professional references that can attest to your competencies and compatibility with the Candidate Profile. References will not be contacted without prior approval.
- Two samples of your work.
- Response to the following questions (1/2 pages):
 - What about supporting social change in the digital context interests you both personally and professionally?
 - What do you think are the key challenges to developing communication strategies from a racial and social justice perspective and what could an organisation like DFF do to help overcome these challenges?



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